



Bringing the Future of State IT Into Focus:

A Skills Survey and Gap Report

Agenda



- Project Overview
- Key Report Findings
- Recommended Uses for Data
- Q&A

WHAT WE DID



- Conducted a skills gap survey
 - 158 IT and Management Skills
 - 12 Functional Areas
 - Collected skills data throughout the State
 - Data represent 80% of current IT workforce

WHAT WE DID, (continued)



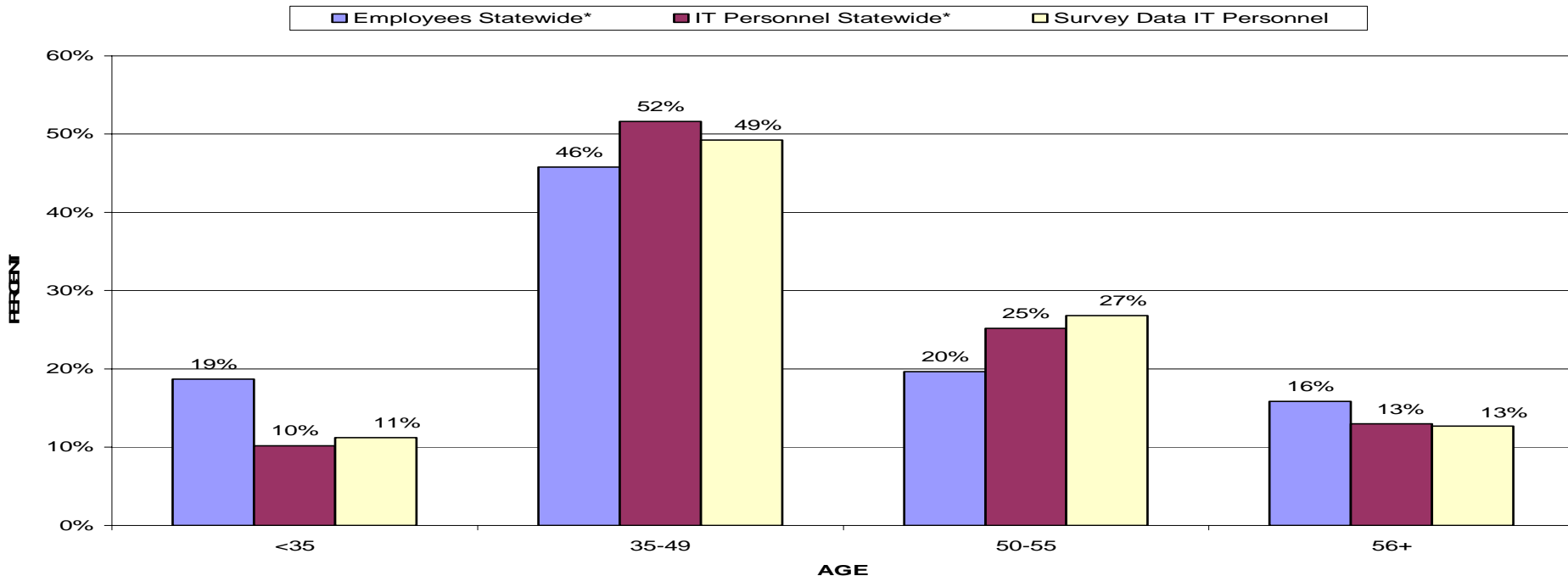
- Gap for each skill was calculated
 - Gap = (Current Filled positions) - (Attrition)
- (Anticipated future PYs)
- Produced a State-level report
- Produced department-level reports for department CIOs

DATA VALIDATION



- ITMA survey data matches SPB age range data

Comparison of Statewide Age Data versus IT Personnel Data



KEY FINDINGS

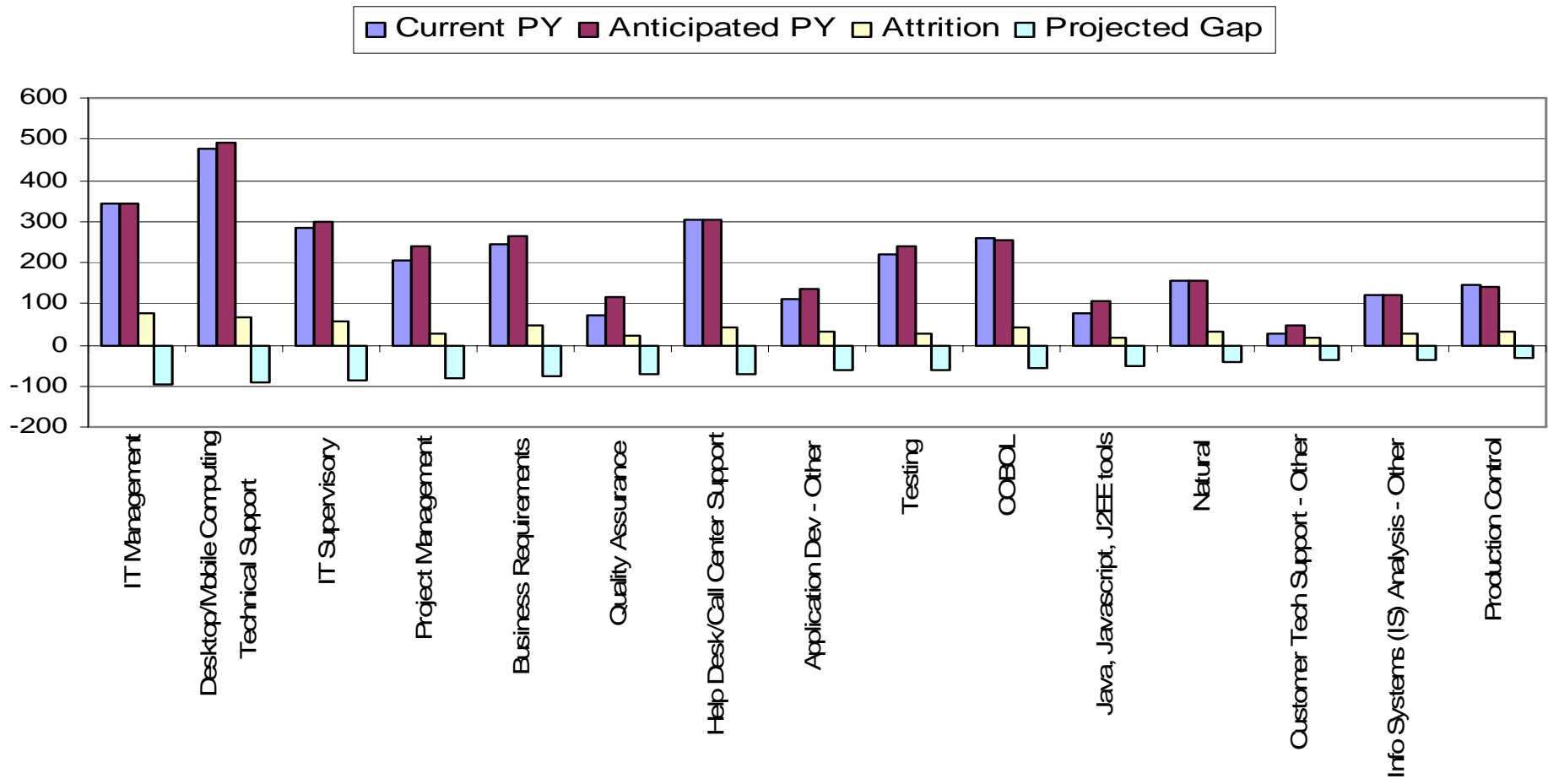


- 40% of the IT workforce is older than 49
- 17% of the State's IT workforce will leave due to attrition over the next four years
- Only 10% of the IT workforce is less than 35 years old
- 15 Skills account for about one half of current IT positions

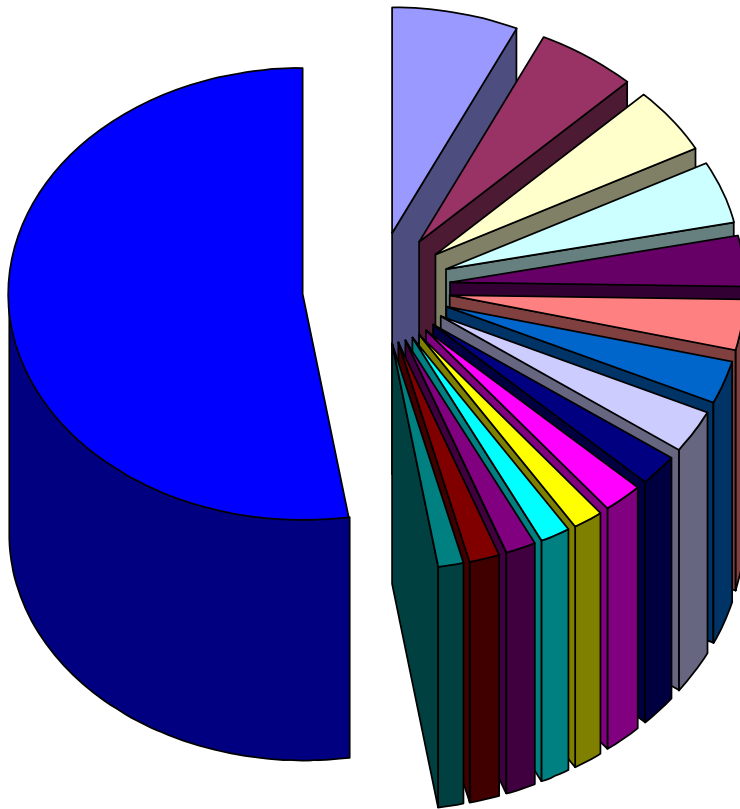
LARGEST SKILLS GAP



Gap by Skill Set



MOST-USED SKILLS



SKILL SET	PY's	% of All PY's
Desktop/Mobile Computer	474	6.9%
IT Management	379	5.5%
IT Supervisory	330	4.8%
Helpdesk/Call Center	305	4.4%
Cobol	258	3.7%
Business Requirements	246	3.6%
Testing	218	3.1%
IT Project Management	206	3.0%
Natural	157	2.3%
Production Control	143	2.1%
"Other"- Info Sys Analysis	121	1.8%
IT Procurement	114	1.7%
"Other"- Application Dev	112	1.6%
Windows	111	1.6%
Windows/Novel/PC Server	106	1.5%
Totals	3280	47.6%
Remaining 144 Skills Combined	3625	52.4%
Total Statewide, including vacancies		6905

Percent of top fifteen

48%

USES FOR THIS DATA



- Selecting new systems
- Retiring old systems
- Recruiting
- Baseline for department succession planning
- Staff development strategies